AUSA Army Civilian Employees' Seminar Army Civilian Trends, Key Issues, Implications & Strategies

Presented by:

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Deputy Assistant Secretary of the Army (Civilian Personnel Policy)

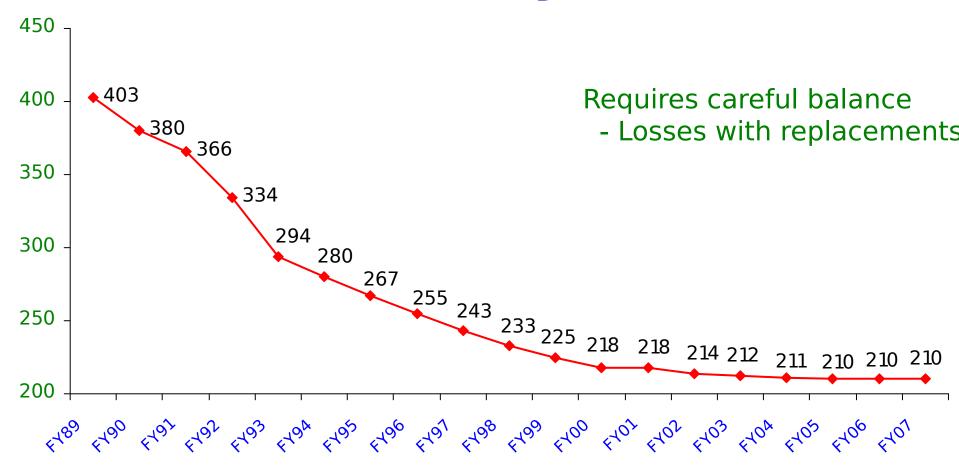
October 18, 2000

"Army Civilian Personnel Professionals -- Helping Leaders Meet the Mission"

Civilian Workforce Issues

- Transitioning into a steady state
- Dealing with the Aging Workforce
- Competing in today's job market
 - Skills, shortages
 - Filling jobs quickly

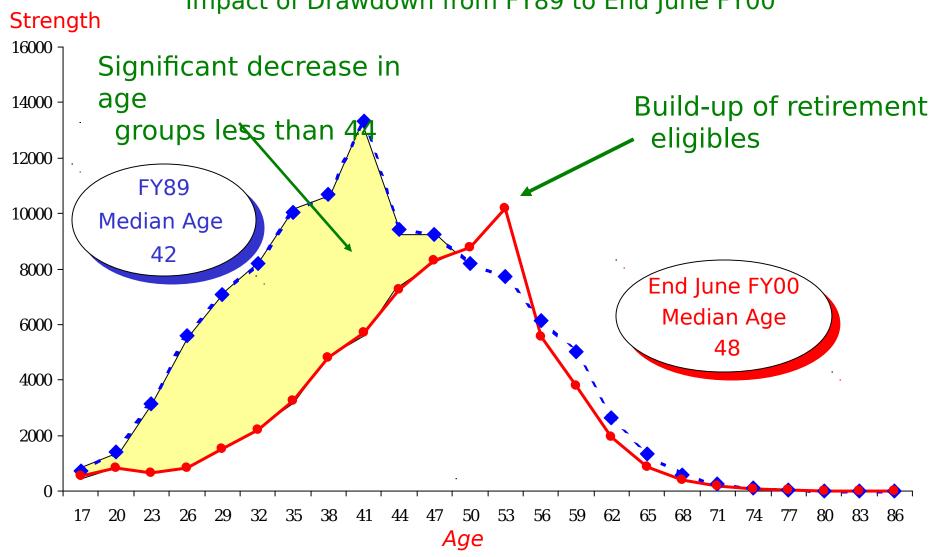
Transitioning into a Steady State



Civilian Manpower Drawdown EndStrength in Thousands (000)

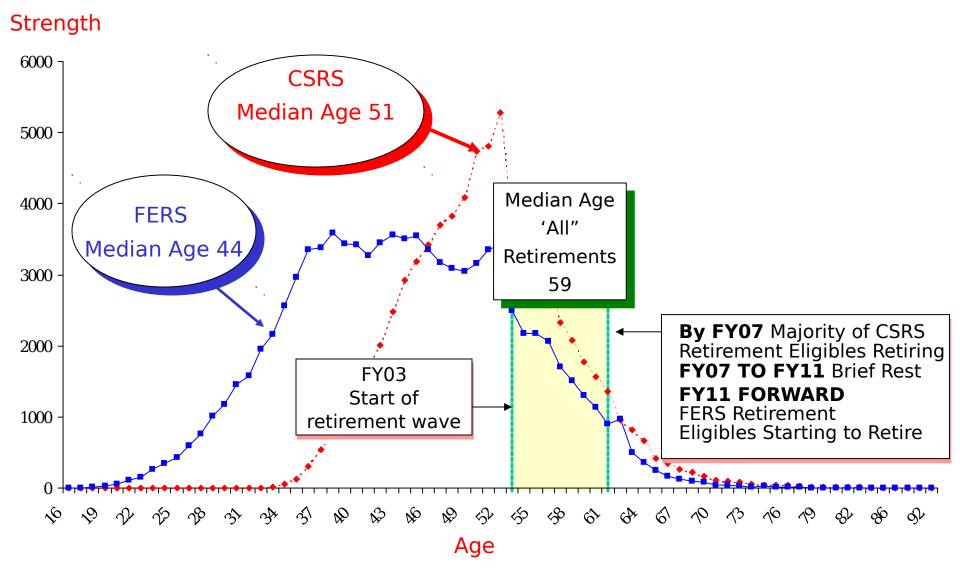
Aging Workforce The Age Distribution

Impact of Drawdown from FY89 to End June FY00



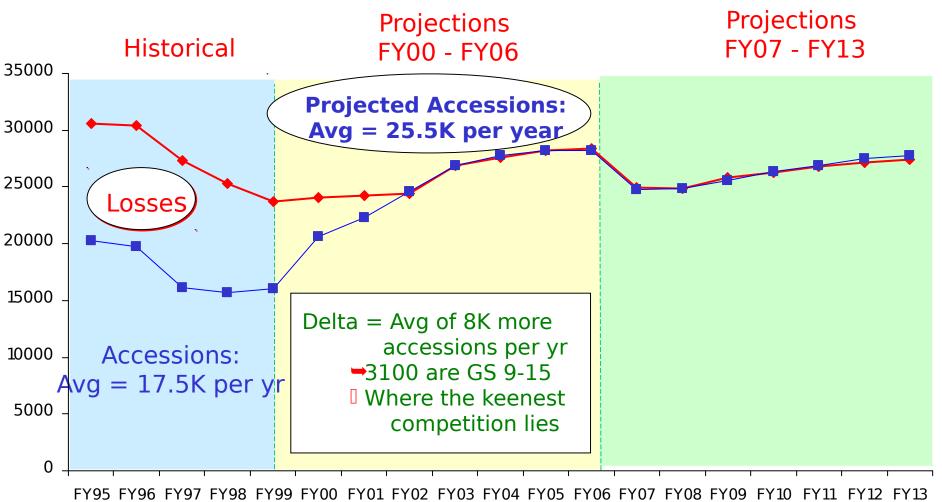
Aging Workforce Components

Age Distributions of Employees under CSRS and FERS



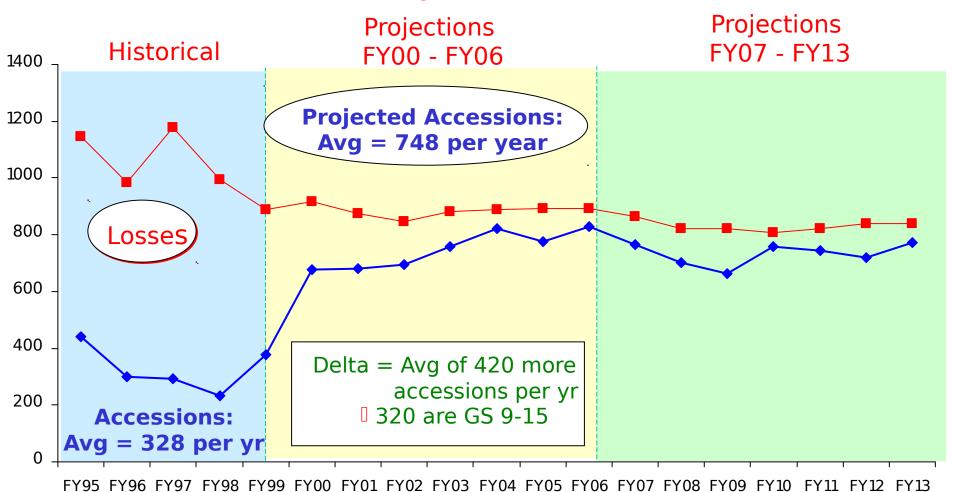
U.S. Citizen, Direct Hire, Appropriated Fund - Military Function

Impact of Transitioning into Steady State & the Two Retirement Waves on Recruitment Needs

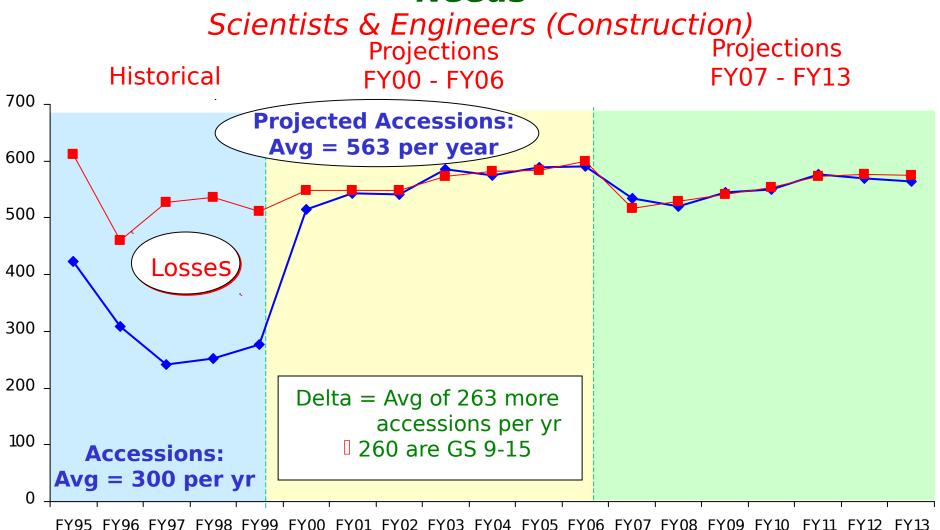


Impact of Transitioning into Steady State & the Two Retirement Waves on Recruitment Needs

Scientists & Engineers (Non-Construction)



Impact of Transitioning into Steady State & the Two Retirement Waves on Recruitment Needs



Strategies

- Develop and fund accession programs that meet current, critical need for the swift hiring of high quality candidates
 - Intern program
 - Hiring journeyman positions
- Support statutory changes to simplify or eliminate outmoded civil service rules and produce a modern, streamlined DoD personnel system
- Support Force Shaping strategies e.g., the continuation of separation incentives and early retirement options to facilitate the transition to the civilian force of the future
- Recognize contributions of civil servants and the paramount role of Federal employees in serving the public interest
- Fund Army civilian training, development, and incentive programs that enhance professional development, leadership, and work force productivity

ACTEDS